

AWARD SCALE FOR INTANGIBLE BENEFITS FROM SUGGESTIONS,  
INVENTIONS, AND SPECIAL ACTS OR SERVICES

Value of Benefit	Limited Application	Extended Application	Broad Application	General Application
	Affects functions, mission, or personnel of one office, organizational element of HQ	Affects functions, mission, or personnel of several offices or elements; or an important area of science.	Affects functions, mission or personnel of an entire region, an agency or large agency sub-component; or a broad area of science.	Affects functions, mission, or personnel of several regions, or the entire department or large agency; or is in the national interest.
Moderate Value: Change or modification of an operating principle or procedure having moderate value sufficient to meet the minimum standard for a cash award; an improvement of rather limited value of a product; activity, program or public service.	[comparable to \$600 - \$1,200 tangible benefit]  Time off: 1 - 5 hours  Cash: \$50 - \$120	[comparable to \$1,200 - \$3,000 tangible benefit]  Time off: 6 - 11 hours  Cash: \$121 - \$300	[comparable to \$3,000 - \$6,000 tangible benefit]  Time off: 12 - 17 hours  Cash: \$301 - \$600	[comparable to \$6,000 - \$12,000 tangible benefit]  Time off: 18 - 20 hours  Cash: \$601 - \$1,200
Substantial Value: Substantial change or modification of an operating principle or procedure; an important improvement to the value of a product, activity, program or service to the public.	[comparable to \$1,200 - \$3,000 tangible benefit]  Time off: 21 - 25 hours  Cash: \$120 - \$300	[comparable to \$3,000 - \$6,000 tangible benefit]  Time off: 26 - 31 hours  Cash: \$301 - \$600	[comparable to \$6,000 - \$12,000 tangible benefit]  Time off: 32 - 37 hours  Cash: \$601 - \$1,200	[comparable to \$12,000 - \$72,000 tangible benefit]  Time off: 38 - 40 hours  Cash: \$1,201 - \$3,000
High Value: Complete revision of a basic principle or procedure: a highly significant improvement to the value of a product, major activity, or program, or service to the public.	[comparable to \$3,000 - \$6,000 tangible benefit]  Time off: 41 - 45 hours  Cash: \$300 - \$600	[comparable to \$6,000 - \$12,000 tangible benefit]  Time off: 46 - 51 hours  Cash: \$601 - \$1,200	[comparable to \$12,000 - \$72,000 tangible benefit]  Time off: 52 - 57 hours  Cash: \$1,201 - \$3,000	[comparable to \$72,000 - \$432,000 tangible benefit]  Time off: 58 - 60 hours  Cash: \$3,001 - \$6,000
Exceptional Value: Initiation of a new principle or major procedure; a superior improvement to the quality of a critical product, activity, program, or service to the public.	[comparable to \$6,000 - \$12,000 tangible benefit]  Time off: 61 - 65 hours  Cash: \$600 - \$1,200	[comparable to \$12,000 - \$72,000 tangible benefit]  Time off: 66 - 71 hours  Cash: \$1,201 - \$3,000	[comparable to \$72,000 - \$432,000 tangible benefit]  Time off: 72 - 77 hours  Cash: \$3,001 - \$6,000	[comparable to \$432,000 - \$1,632,000 tangible benefit]  Time off: 78 - 80 hours  Cash: \$6,001 - \$12,000

Note: Awards in excess of \$10,000 must be certified by the Office of Personnel Management.